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FM COMNAVSURFOR SAN DIEGO CA

TO ALNAVSURFOR

INFO COMUSFLTFORCOM NORFOLK VA

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SUBJ/EARLY COMMAND SCREENING PROCESS UPDATE//

REF/A/GENADMIN/COMNAVSURFOR/311448ZMAR2015//

REF/B/DOC/CNPC/19NOV2004//

REF/C/DOC/CNSF/12MAR2013//

NARR/ REF A IS UPDATED NPC LIEUTENANT AND LIEUTENANT COMMANDER  
COMMAND SCREENING PROCESS MSG. REF B IS MILPERSMAN ARTICLE 1301-804,  
COMMAND SCREEN BY RANK/DESIGNATOR. REF C IS CNSP/L INST 1412.2B  
REQUIREMENTS FOR COMMAND OF SURFACE SHIPS.//

POC/CATTERALL, DAVE/LCDR/CNPC PERS 411DH/MILLINGTON TN/901-874-3485//

GENTEXT/REMARKS/1.CANCEL REF A. THIS MESSAGE SUPERSEDES REF A AND  
SHOULD BE REVIEWED IN ITS ENTIRETY.

2. BACKGROUND. 111X DEPARTMENT HEADS MAY COMPETE FOR PATROL  
COASTAL (PC) COMMAND AND MINE COUNTERMEASURES (MCM) EXECUTIVE  
OFFICER/COMMANDING OFFICER FLEET-UP TOURS IN LIEU OF A TRADITIONAL  
SECOND DEPARTMENT HEAD TOUR. POST-DEPARTMENT HEAD OFFICERS ARE  
ELIGIBLE TO APPLY AS WELL. THE EARLY COMMAND BOARD IS HELD  
SEMI-ANNUALLY IN JUNE AND NOVEMBER.

A. IAW REFS B AND C, THE FOLLOWING APPLICATION PROCEDURE APPLIES:

(1) AN ELIGIBLE OFFICER REQUESTS AN EARLY COMMAND QUALIFICATION  
BOARD VIA THEIR COMMANDING OFFICER. A COMMAND QUALIFICATION BOARD  
WILL BE ESTABLISHED IAW REF B TO DETERMINE FITNESS FOR COMMAND. FOR  
OFFICERS FOUND QUALIFIED BY THE COMMAND QUALIFICATION BOARD, THE  
SENIOR BOARD MEMBER SIGNS AN EARLY COMMAND QUALIFICATION BOARD LETTER  
STATING THE MEMBER MEETS THE REQUIREMENTS PER REF C WITH THE  
EXCEPTION OF CA.

(2) A COMPLETE COMMAND SCREENING PACKAGE WILL BE FORWARDED TO  
PERS-41 FOR INCLUSION IN THE SEMI-ANNUAL LIEUTENANT AND LIEUTENANT  
COMMANDER EARLY COMMAND SCREENING BOARD. THE EARLY COMMAND PACKAGE  
SUBMITTED ELECTRONICALLY TO PERS-41 BY THE REQUESTING OFFICER SHOULD  
INCLUDE:

- (A) REQUESTING OFFICER'S REQUEST FOR EARLY COMMAND;
- (B) COMMANDING OFFICER'S ENDORSEMENT LETTER;
- (C) FIRST FLAG OFFICER IN CHAIN OF COMMAND ENDORSEMENT LETTER;
- (D) COMMAND QUALIFICATION BOARD LETTER. TYPE COMMANDER ENDORSEMENT  
IS NOT REQUIRED, UNLESS THE TYPE COMMANDER IS FIRST FLAG OFFICER IN

THE CHAIN OF COMMAND.

(3) THE COMMAND ASSESSMENT (CA), SUBSEQUENT DESIGNATION AS "QUALIFIED FOR COMMAND," AND ISIC XO/CO FLEET-UP CERTIFICATION (FOR MCM XO/CO FLEET UP) MUST BE COMPLETED PRIOR TO ASSUMING COMMAND. THE CA FOR EARLY COMMAND SCREENED OFFICERS WILL BE COMPLETED AT SWOS WHILE IN THE COMMAND PIPELINE IF NOT PREVIOUSLY COMPLETED. UPON COMPLETION OF CA, THE OFFICER SHALL FORWARD REQUIRED PAPERWORK PER REF C TO APPROPRIATE TYCOM TO RECEIVE DESIGNATION "QUALIFIED TO COMMAND" (AQD "LN7").

(4) OFFICER RECORDS SCREENED FOR EARLY COMMAND WILL BE UPDATED WITH AN EARLY COMMAND SCREENING CODE. THERE IS NO EARLY COMMAND BANK; THEREFORE, NOT ALL OFFICERS SCREENED FOR EARLY COMMAND WILL BE SLATED. THIS IS DUE LARGELY TO TIMING AND AVAILABILITY.

HISTORICALLY, MORE OFFICERS SCREEN FOR EARLY COMMAND THAN ARE REQUIRED IN ORDER TO MAINTAIN FLEXIBILITY IN THE ASSIGNMENT PROCESS.

IF SLATED, AN OFFICER CAN EXPECT TO SERVE AS A PATROL COASTAL (PC) COMMANDING OFFICER OR MINE COUNTERMEASURES (MCM) EXECUTIVE OFFICER/COMMANDING OFFICER BASED ON PREFERENCES, TIMING, AND NEEDS OF THE NAVY. IF NOT SLATED TO COMMAND, AN OFFICER IS ASSIGNED TO A TRADITIONAL SECOND TOUR DEPARTMENT HEAD ASSIGNMENT.

B. FAILURE TO SCREEN FOR EARLY COMMAND IS NOT A NEGATIVE REFLECTION OF AN OFFICER'S RECORD, NOR IS THERE ANY INDICATION OF NON-SELECTION IN AN OFFICER'S OFFICIAL RECORD.

C. RESULTS OF THE EARLY COMMAND SCREENING BOARD ARE FORWARDED TO CNSF FOR FINAL REVIEW AND APPROVAL.

D. ONCE APPROVED, OFFICERS WILL BE NOTIFIED OF BOARD RESULTS BY PERS-41 AND THE SLATING PROCESS WILL BEGIN.

### 3. AMPLIFYING INFORMATION.

A. EARLY COMMAND IS A TREMENDOUS AND REWARDING OPPORTUNITY FOR JUNIOR OFFICERS. THE BEST AND MOST FULLY QUALIFIED OFFICERS ARE SELECTED TO COMMAND EARLY. PRINCIPAL SCREENING CRITERIA FOR EACH APPLICANT INCLUDES COMPETITIVE PEER RANKING AS A DIVISION OFFICER AND DEPARTMENT HEAD. IF CAREER TIMING SUPPORTS, NON-SELECTED APPLICANTS ARE ENCOURAGED TO REAPPLY FOR FUTURE BOARDS.

B. MINE COUNTERMEASURES (MCM) EXECUTIVE OFFICER/COMMANDING OFFICER FLEET-UP BILLETS WILL NOMINALLY BE 12-15 MONTHS IN DURATION FOR A COMBINED 24-30 MONTH TOUR, WHEREAS PATROL COASTAL (PC) COMMANDING OFFICERS WILL NOMINALLY BE 18-24 MONTHS.

C. ALL SWO AND SWO (NUCLEAR OPTION) DEPARTMENT HEADS MAY APPLY FOR EARLY COMMAND. PERS-41 WILL MAKE EVERY EFFORT TO IDENTIFY A RELIEF TO SUPPORT THIS PLAN. COMMAND LEADERSHIP SHOULD INDICATE AN OFFICER'S INTEREST AS EARLY AS POSSIBLE TO PERS-41.

D. PACKAGES MUST BE RECEIVED BY PERS 41 NLT 7 DAYS PRIOR TO THE CONVENING OF THE APPLICABLE BOARD.

4. ANY QUESTIONS MAY BE DIRECTED TO CDR GARY CAVE, PERS-410/411, AT (901) 874-3504 GARY.CAVE(AT)NAVY.MIL OR THE EARLY COMMAND DETAILER, LCDR DAVE CATTERALL, AT (901) 874-3485 DAVID.CATTERALL(AT)NAVY.MIL//

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